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ABSTRACT

Information on the 1987 salaries and benefits of faculty, staff, and administrators employed in the Illnois public community college system is presented in this report. After introductory material provides a summary overview of the report, statewide and institutional data are given on fiscal year (FY) 1988 contractual base salaries for 9- and 12-month full-time faculty; FY88 part-time faculty salary rates per course credit hour and full-time faculty overload and summer term salary rates; FY88 schedule-based salaries for full-time faculty members with a master's degree; institutional policies related to faculty salaries and contracts; FY88 contractual base salaries for 9- and 12-month non-teaching professional staff; FY88 contractual base salaries for administrative staff; salaries paid to selected administrators; monthly classified staff salaries; low, high, and average monthly salaries for specified classified staff; comparison of monthly FY87 salaries of community college classified personnel with university civil service salaries; FY87 fringe benefits for full-time employees; and FY88 weighted mean percentage salary increases. Selected findings include the following: (1) the median FY88 contractual base salary for faculty with 9-month contracts was $32,008, while that for faculty with 12-month contracts was $28,898; (2) part-time faculty salary rates averaged $292 per course semester hour; and (3) the average salary for district chief executive officers was $70,570. (EJV)

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# FALL 1987 SALARY SURVEY REPORT

# FOR THE

# ILLINOIS PUBLIC COMMUNITY COLLEGES

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Illinois Community College Board

# FALL 1987 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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# INTRODUCTION

For a number of years, community colleges have submitted salary data to the Illinois Community College Board, the Illinois Board of Higher Education, and the Integrated Postsecondary Education System (formerly HEGIS). The Fall 1987 Salary Survey combined data items from these three instruments into one comprehensive survey. The IBHE's and the IPEDS' surveys will be completed by the ICCB without further data submissions from the colleges.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of select administrators.

Section I

## FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1988.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts. Zeros are used for colleges that do not have faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1988 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Range | | |
|---|---|---|---|
| | Low | - | High |
| Low Faculty Salaries | $12,708 | - | $23,347 |
| Average Faculty Salaries | $24,136 | - | $40,314 |
| High Faculty Salaries | $28,450 | - | $55,940 |
| Median Faculty Salaries | $24,071 | - | $42,081 |

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Table 2

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of FY 1988 Salaries | | | Median FY 1988 Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 501 | Kaskaskia | 53 | $17612 | $27303 | $35562 | $30922 |
| 502 | DuPage | 199 | 23347 | 37998 | 55940 | 38787 |
| 503 | Black Hawk | 147 | 19463 | 29074 | 39859 | 27631 |
| 504 | Triton | 222 | 21420 | 36133 | 49706 | 36126 |
| 505 | Parkland | 159 | 20865 | 34874 | 45021 | 35295 |
| 506 | Sauk Valley | 44 | 17477 | 29612 | 39641 | 31944 |
| 507 | Danville | 59 | 13934 | 27007 | 34946 | 29332 |
| 508 | Chicago | 1006 | 20958 | 38566 | 51460 | 39913 |
| 509 | Elgin | 87 | 20484 | 33385 | 42521 | DNA |
| 510 | Thornton | 110 | 21383 | 35731 | 44920 | DNA |
| 511 | Rock Valley | 125 | 16371 | 32143 | 40707 | 33219 |
| 512 | Harper | 168 | 22275 | 40314 | 50196 | 42081 |
| 513 | Illinois Valley | 71 | 19893 | 30983 | 37233 | 28563 |
| 514 | Illinois Central | 173 | 18485 | 32435 | 42985 | 33138 |
| 515 | Prairie State | 89 | 21691 | 33701 | 41730 | 33393 |
| 516 | Waubonsee | 57 | 20534 | 32091 | 39597 | 32474 |
| 517 | Lake Land | 82 | 18446 | 27454 | 35926 | 28530 |
| 518 | Carl Sandburg | 57 | 18288 | 27607 | 36013 | 27228 |
| 519 | Highland | 40 | 17086 | 29548 | 37783 | 31731 |
| 520 | Kankakee | 55 | 12708 | 27641 | 42436 | 26992 |
| 521 | Rend Lake | 33 | 20200 | 28129 | 34770 | 27820 |
| 522 | Belleville | 100 | 15912 | 34767 | 43868 | 35169 |
| 523 | Kishwaukee | 62 | 18490 | 27483 | 37701 | 26888 |
| 524 | Moraine Valley | 163 | 19195 | 32378 | 44602 | 32283 |
| 525 | Joliet | 137 | 19371 | 36185 | 45805 | 38891 |
| 526 | Lincoln Land | 107 | 19320 | 33112 | 40402 | 34901 |
| 527 | Morton | 56 | 23289 | 35291 | 42614 | 36331 |
| 528 | McHenry | 46 | 19730 | 31305 | 43194 | 30248 |
| 529 | Illinois Eastern | 99 | 17285 | 24473 | 31771 | 24071 |
| 530 | Logan | 58 | 20482 | 30887 | 40124 | 31065 |
| 531 | Shawnee | 16 | 17700 | 24245 | 28450 | 24450 |
| 532 | Lake County | 151 | 21951 | 38297 | 45359 | 37317 |
| 533 | Southeastern | 37 | 18597 | 29099 | 36242 | 30128 |
| 534 | Spoon River | 33 | 14223 | 27948 | 34353 | 29778 |
| 535 | Oakton | 133 | 21447 | 39006 | 45876 | 41139 |
| 536 | Lewis & Clark | 77 | 19190 | 30371 | 36077 | 30391 |
| 537 | Richland | 40 | 18324 | 28623 | 35414 | 29600 |
| 539 | John Wood* | 0 | 0 | 0 | 0 | 0 |
| 601 | State Comm. Coll. | 42 | 16700 | 24136 | 31329 | 24513 |
| | Total/Averages | 4393 | $19056 | $34306 | $40582 | $32008 |

DNA = Data Not Available
*John Wood employs all full-time faculty on a 12-month basis.

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Table 3

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of FY 1988 Salaries | | | Median FY 1988 Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 501 | Kaskaskia | 10 | $25600 | $29500 | $33400 | $30400 |
| 502 | DuPage | 0 | 0 | 0 | 0 | 0 |
| 503 | Black Hawk | 7 | 22676 | 31323 | 49027 | 25385 |
| 504 | Triton | 0 | 0 | 0 | 0 | 0 |
| 505 | Parkland | 0 | 0 | 0 | 0 | 0 |
| 506 | Sauk Valley | 9 | 29026 | 31683 | 37561 | 31408 |
| 507 | Danville | 6 | 19589 | 20213 | 21370 | 20079 |
| 508 | Chicago | 0 | 0 | 0 | 0 | 0 |
| 509 | Elgin | 0 | 0 | 0 | 0 | 0 |
| 510 | Thornton | 0 | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 3 | 20907 | 23172 | 27121 | 20907 |
| 512 | Harper | 2 | 43116 | 44955 | 46794 | 44955 |
| 513 | Illinois Valley | 0 | 0 | 0 | 0 | 0 |
| 514 | Illinois Central | 0 | 0 | 0 | 0 | 0 |
| 515 | Prairie State | 0 | 0 | 0 | 0 | 0 |
| 516 | Waubonsee | 0 | 0 | 0 | 0 | 0 |
| 517 | Lake Land | 7 | 23694 | 28125 | 32356 | 28279 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 0 | 0 | 0 | 0 | 0 |
| 520 | Kankakee | 0 | 0 | 0 | 0 | 0 |
| 521 | Rend Lake | 20 | 26740 | 34133 | 44117 | 33743 |
| 522 | Belleville | 5 | 29556 | 42599 | 55291 | 41431 |
| 523 | Kishwaukee | 0 | 0 | 0 | 0 | 0 |
| 524 | Moraine Valley | 1 | 29926 | 29926 | 29926 | 29926 |
| 525 | Joliet | 0 | 0 | 0 | 0 | 0 |
| 526 | Lincoln Land | 8 | 23425 | 28407 | 35386 | 28786 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 |
| 528 | McHenry | 0 | 0 | 0 | 0 | 0 |
| 529 | Illinois Eastern | 3 | 20100 | 22310 | 26250 | 20580 |
| 530 | Logan | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 7 | 20740 | 24091 | 29280 | 23180 |
| 532 | Lake County | 0 | 0 | 0 | 0 | 0 |
| 533 | Southeastern | 5 | 27811 | 30284 | 33368 | 29617 |
| 534 | Spoon River | 0 | 0 | 0 | 0 | 0 |
| 535 | Oakton | 0 | 0 | 0 | 0 | 0 |
| 536 | Lewis & Clark | 0 | 0 | 0 | 0 | 0 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 23 | 17500 | 25587 | 38600 | 24800 |
| 601 | State Comm. Coll. | 0 | 0 | 0 | 0 | 0 |
| | Total/Averages | 116 | $25360 | $29356 | $35990 | $28898 |

## Section II

## FISCAL YEAR 1988 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1988.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary.

### Table 4

### STATE SUMMARY OF FISCAL YEAR 1988 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Lowest | Average | Highest |
|---|---|---|---|
| Overload Rates (Full-time Faculty) | $260 | $416 | $ 932 |
| Summer Term Rates (Full-time Faculty) | $200 | $497 | $1,058 |
| Part-time Faculty Rates | $200 | $292 | $ 510 |

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Table 5

FISCAL YEAR 1988 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Part-time Faculty Rate Per Course Credit Hour | Full-time Faculty Rate Per Course Credit Hour | |
|---|---|---|---|---|
| | | | Overload Rate for Academic Year | Rate for Summer Term |
| 501 | Kaskaskia | $250 | $315 | $325 |
| 502 | DuPage | 303 | 315 | 950 |
| 503 | Black Hawk | 290 | 320 | 330 |
| 504 | Triton | 300 | 544 | 681 |
| 505 | Parkland | 510 | 510 | 644 |
| 506 | Sauk Valley | 237 | 325 | 350 |
| 507 | Danville | 286 | 350 | 375 |
| 508 | Chicago | DNA | DNA | DNA |
| 509 | Elgin | 273 | 400 | 400 |
| 510 | Thornton | 295 | 673 | 751 |
| 511 | Rock Valley | 296 | 494 | 667 |
| 512 | Harper | 420 | 420 | DNA |
| 513 | Illinois Valley | 320 | 300 | 400 |
| 514 | Illinois Central | 300 | 400 | 953 |
| 515 | Prairie State | 260 | 272 | 272 |
| 516 | Waubonsee | 290 | 400 | 400 |
| 517 | Lake Land | 275 | 275 | 275 |
| 518 | Carl Sandburg | 278 | 278 | 390 |
| 519 | Highland | 230 | 460 | 460 |
| 520 | Kankakee | 305 | 550 | 550 |
| 521 | Rend Lake | 240 | 340 | 550 |
| 522 | Belleville | 246 | 575 | 1058 |
| 523 | Kishwaukee | 225 | 550 | 550 |
| 524 | Moraine Valley | 300 | 705 | 814 |
| 525 | Joliet | 285 | 362 | 362 |
| 526 | Lincoln Land | 327 | 425 | 475 |
| 527 | Morton | 273 | 273 | 273 |
| 528 | McHenry | DNA | DNA | DNA |
| 529 | Illinois Eastern | 226 | N/A | 375 |
| 530 | Logan | 287 | 383 | 499 |
| 531 | Shawnee | 200 | 400 | 200 |
| 532 | Lake County | 330 | 375 | 375 |
| 533 | Southeastern | 270 | 380 | 405 |
| 534 | Spoon River | 275 | 932 | 932 |
| 535 | Oakton | 370 | 390 | 390 |
| 536 | Lewis & Clark | 250 | 260 | 260 |
| 537 | Richland | 342 | 376 | 552 |
| 539 | John Wood | 300 | 300 | 300 |
| 601 | State Comm. Coll. | 350 | 350 | 350 |
| | Averages | $292 | $416 | $497 |

DNA = Data Not Available
N/A = Not Applicable

Section III

## SALARIES BASED ON FISCAL YEAR 1988 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range and average salaries of fiscal year 1988 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules is shown in Table 6.

Table 7 provides the fiscal year 1988 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

### SUMMARY OF FISCAL YEAR 1988 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Salary Schedule Categories | District Range Low - High | State Average |
|---|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $15,000 - $21,951 | $18,628 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $18,965 - $27,238 | $22,413 |
| Master's Degree, Maximum Hours (5 Years Experience) | $20,448 - $35,497 | $26,599 |
| Master's Degree, Maximum Hours (Maximum Experience) | $23,073 - $51,460 | $38,935 |

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1988

| Dist. No. | District | Zero Hours, No Experience | Zero Hours, 5 Years Experience | Maximum Hours, 5 Years Experience | Maximum Hours, Highest Salary |
|---|---|---|---|---|---|
| 501 | Kaskaskia | $17,612 | $20,487 | $24,512 | $34,862 |
| 502 | DuPage | 19,456 | 27,238 | 32,141 | 44,539 |
| 503 | Black Hawk | 17,793 | 20,415 | 26,342 | 39,859 |
| 504 | Triton | 21,420 | 26,036 | 32,079 | 46,023 |
| 505 | Parkland | 18,500 | 23,000 | 25,200 | 41,973 |
| 506 | Sauk Valley | 17,477 | 20,275 | 29,501 | 39,641 |
| 507 | Danville | 15,000 | N/A | N/A | N/A |
| 508 | Chicago | 20,978 | 22,028 | 24,578 | 51,460 |
| 509 | Elgin | 18,716 | 22,085 | 30,099 | 45,022 |
| 510 | Thornton | 18,720 | 23,664 | 27,683 | 44,151 |
| 511 | Rock Valley | 17,307 | 21,051 | 24,795 | 38,835 |
| 512 | Harper | 21,585 | 25,266 | 35,497 | 50,196 |
| 513 | Illinois Valley | 20,396 | 22,552 | 26,897 | 36,368 |
| 514 | Illinois Central | 17,785 | N/A | N/A | 42,985 |
| 515 | Prairie State | 19,675 | 23,937 | 29,096 | 42,738 |
| 516 | Waubonsee | 19,129 | 22,642 | 26,806 | 38,715 |
| 517 | Lake Land | 17,035 | 19,660 | 20,448 | 23,073 |
| 518 | Carl Sandburg | 17,028 | 20,778 | 22,938 | 36,013 |
| 519 | Highland | 18,395 | 22,313 | 27,409 | 36,772 |
| 520 | Kankakee | 17,954 | N/A | N/A | 36,440 |
| 521 | Rend Lake | 19,700 | 22,200 | 25,980 | 33,730 |
| 522 | Belleville | 15,941 | 18,965 | 21,894 | 36,935 |
| 523 | Kishwaukee | N/A | N/A | N/A | N/A |
| 524 | Moraine Valley | 16,900 | 20,934 | 22,389 | 47,016 |
| 525 | Joliet | 19,059 | 21,326 | 25,719 | 45,805 |
| 526 | Lincoln Land | 17,727 | 20,912 | 21,958 | 38,478 |
| 527 | Morton | 21,842 | 26,451 | 29,105 | 40,877 |
| 528 | McHenry | 18,145 | 20,910 | 23,120 | 29,195 |
| 529 | Illinois Eastern | 18,181 | N/A | N/A | 31,084 |
| 530 | Logan | 21,052 | 23,877 | 27,867 | 38,602 |
| 531 | Shawnee | 18,000 | 19,600 | 21,100 | 27,900 |
| 532 | Lake County | 21,951 | 27,193 | 34,707 | 43,199 |
| 533 | Southeastern | 19,639 | 22,765 | 26,169 | 35,755 |
| 534 | Spoon River | 16,053 | 19,713 | 24,288 | 34,353 |
| 535 | Oakton | 19,640 | 24,157 | 31,665 | 49,088 |
| 536 | Lewis & Clark | 17,538 | 20,746 | 21,975 | 30,217 |
| 537 | Richland | 17,619 | 21,143 | 24,667 | 35,767 |
| 539 | John Wood | N/A | N/A | N/A | N/A |
| 601 | State Comm. Coll. | 18,300 | 24,500 | 28,000 | 34,000 |
| | Averages | $18,628 | $22,413 | $26,599 | $38,935 |

DNA = Data Not Available
N/A = Not Applicable

Section IV

## INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 39 community college districts in Illinois, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-five public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1988

| | Range Low - High | State Average |
|---|---|---|
| Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours) | 23 - 32 | 30 |
| Average Weekly Class Contact Hours Required for Full-time Teaching Faculty | 13 - 20 | 15.9 |
| Average Weekly Office/Academic Advising Hours | 2.5 - 16 | 7 |
| Length of Full-time Faculty Academic Year Contract in Months | 9 - 10 | 9.2 |

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1988

| Dist. No. | District | Ave. Yearly Semester Credit Hours Taught | Ave.Weekly Class Contact Hrs. Teaching | Average Weekly Office/Academic Advising Hours* | Professional Rank | Length of Academic Year | Has Master Contract | Multiple Year Contract | Number of Years in Contract | Full-time Faculty Salary Schedule | Has Collective Bargaining | Recognized College Negotiating Body |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 501 | Kaskaskia | 30 | 18 | 10 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 502 | DuPage | 30 | 15 | 10 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Association |
| 503 | Black Hawk | 30 | 15 | 5 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 504 | Triton | 30 | 15 | 5 | No | 10 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 505 | Parkland | 23 | 16 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 506 | Sauk Valley | 32 | 16 | 5 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 507 | Danville | 32 | 16.5 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 508 | Chicago | 26 | 13 | 4 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 509 | Elgin | 30 | 17 | 8 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Association |
| 510 | Thornton | 30 | 15 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 511 | Rock Valley | 30 | 15 | 10 | Yes | 9 Mos. | No | Yes | 2 | Yes | No | N/A |
| 512 | Harper | 30 | 15 | 10 | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 513 | Illinois Valley | 30 | 15 | 10 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 514 | Illinois Central | 27 | 16 | 5 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Association |
| 515 | Prairie State | 30 | 15 | 4 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 516 | Waubonsee | 30 | 16.5 | 5 | No | 9 Mos. | No | Yes | 2 | Yes | Yes | IFT/AFT |
| 517 | Lake Land | 30 | 15 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 518 | Carl Sandburg | 30 | 15 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 519 | Highland | 29 | 17.5 | 5 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 520 | Kankakee | 30 | 20 | 2.5 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 521 | Rend Lake | 30 | 15-20 | 5 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 522 | Belleville | 30 | 15 | 10 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AAUP, IFT/AFT |
| 523 | Kishwaukee | 30 | 15 | 5 | No | 9 Mos. | Yes | Yes | 2 | No | Yes | IFT/AFT |
| 524 | Moraine Valley | 30 | N/A | 4 | Yes | 10 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Association |
| 525 | Joliet | 30 | 15-20 | 7 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 526 | Lincoln Land | 25 | 15 | 6 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 527 | Morton | 30 | 15 | 5 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 528 | McHenry | 30 | 15 | 5 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 529 | Illinois Eastern | 32 | DNA | DNA | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 530 | Logan | 30 | 15 | 11 | No | 10 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 531 | Shawnee | 32 | 17 | 10 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 532 | Lake County | 30 | 15 | 16 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 533 | Southeastern | 30 | 20 | 10 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 534 | Spoon River | 30 | 18 | 10 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 535 | Oakton | 30 | 15 | 10 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 536 | Lewis & Clark | 30 | 16 | 10 | Yes | 9 Mos. | DNA | DNA | DNA | Yes | Yes | IEA/NEA |
| 537 | Richland | 30 | 15 | 15 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 539 | John Wood | ** | ** | ** | No | ** | No | N/A | N/A | No | No | N/A |
| 601 | State Comm. Coll. | 30 | 15 | 10 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| | Averages | 30 | 15.9 | 7 | | 9.2 Mos. | | | | | | |

*At many colleges, weekly advising hours are included with weekly office hours.
**All full-time employees are employed on a 12-month basis with a standard 40-hour work week.

DNA = Data Not Available
N/A = Not Applicable

Section V

## FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1988 salaries for other professional staff in Illinois public community colleges.

Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (non-teaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category. Zeros are used for colleges that do not have other (non-teaching) professionals with 9-month or 12-month contracts.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (non-teaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (non-teaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (non-teaching) professional staff with 9-month contracts was $33,726. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was $24,604.

Table 10

SUMMARY OF FISCAL YEAR 1988 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Range of Salaries | |
|---|---|---|
| | Lowest | Highest |
| Lowest Salaries (9 month) | $ 9,450 | $36,368 |
| Lowest Salaries (12 month) | $ 9,762 | $33,732 |
| Average Salaries (9 month) | $14,491 | $40,852 |
| Average Salaries (12 month) | $15,886 | $48,951 |
| Highest Salaries (9 month) | $16,091 | $50,196 |
| Highest Salaries (12 month) | $22,000 | $55,939 |
| Median Salaries (9 month) | $13,300 | $43,670 |
| Median Salaries (12 month) | $15,660 | $48,083 |

Illinois Community College Board

Table 11

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

| Dist. No. | District | Number of Staff | Range of Current FY 1988 Salary Lowest | Average | Highest | Median FY 1988 Salary |
|---|---|---|---|---|---|---|
| 501 | Kaskaskia | 5 | $19337 | $28283 | $35562 | $30467 |
| 502 | DuPage | 25 | 25293 | 38556 | 46208 | 39947 |
| 503 | Black Hawk | 4 | 23941 | 26492 | 30891 | 25568 |
| 504 | Triton | 14 | 22491 | 33344 | 49706 | 28832 |
| 505 | Parkland | 18 | 12809 | 21337 | 27423 | 20960 |
| 506 | Sauk Valley | 2 | 25230 | 29056 | 32881 | 29056 |
| 507 | Danville | 9 | 12661 | 20202 | 30805 | 19309 |
| 508 | Chicago | 75 | 20798 | 40168 | 49209 | 42583 |
| 509 | Elgin | 9 | 23671 | 33726 | 42521 | DNA |
| 510 | Thornton | 11 | 21054 | 33164 | 43193 | DNA |
| 511 | Rock Valley | 8 | 29475 | 39634 | 45230 | 43670 |
| 512 | Harper | 20 | 22275 | 38794 | 50196 | 40776 |
| 513 | Illinois Valley | 4 | 36368 | 36368 | 36368 | 36368 |
| 514 | Illinois Central | 6 | 22737 | 31305 | 42628 | 31445 |
| 515 | Prairie State | 5 | 30288 | 35527 | 41134 | 34695 |
| 516 | Waubonsee | 3 | 23960 | 29244 | 32622 | 31149 |
| 517 | Lake Land | 5 | 15578 | 23569 | 33813 | 17606 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 0 | 0 | 0 | 0 | 0 |
| 520 | Kankakee | 0 | 0 | 0 | 0 | 0 |
| 521 | Rend Lake | 3 | 9450 | 14491 | 20594 | 13429 |
| 522 | Belleville | 3 | 31106 | 33598 | 35039 | 34649 |
| 523 | Kishwaukee | 5 | 14000 | 20681 | 25277 | 21206 |
| 524 | Moraine Valley | 18 | 17110 | 26741 | 38568 | 26963 |
| 525 | Joliet | 9 | 29766 | 38754 | 45805 | 40182 |
| 526 | Lincoln Land | 9 | 31061 | 37310 | 40402 | 38478 |
| 527 | Morton | 4 | 34527 | 38584 | 41077 | 39366 |
| 528 | McHenry | 7 | 25779 | 29206 | 32277 | 28935 |
| 529 | Illinois Eastern | 2 | 16091 | 16091 | 16091 | 16091 |
| 530 | Logan | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 0 | 0 | 0 | 0 | 0 |
| 532 | Lake County | 15 | 25653 | 40852 | 45359 | 41142 |
| 533 | Southeastern | 3 | 19847 | 20681 | 22348 | 19847 |
| 534 | Spoon River | 4 | 13399 | 17829 | 27948 | 14985 |
| 535 | Oakton | 8 | 32830 | 39130 | 45876 | 37503 |
| 536 | Lewis & Clark | 4 | 11250 | 15588 | 18900 | 13300 |
| 537 | Richland | 4 | 30833 | 33230 | 35286 | 33400 |
| 539 | John Wood | 0 | 0 | 0 | 0 | 0 |
| 601 | State Comm. Coll. | 0 | 0 | 0 | 0 | 0 |
| | Total/Averages | 321 | $22859 | $33726 | $36314 | $29730 |

DNA = Data Not Available

Illinois Community College Board

Table 12

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

| Dist. No. | District | Number of Staff | Range of Current FY 1988 Salary Lowest | Average | Highest | Median FY 1988 Salary |
|---|---|---|---|---|---|---|
| 501 | Kaskaskia | 0 | $ 0 | $ 0 | $ 0 | $ 0 |
| 502 | DuPage | 24 | 33732 | 48951 | 55939 | 48083 |
| 503 | Black Hawk | 5 | 21787 | 30117 | 44557 | 28524 |
| 504 | Triton | 0 | 0 | 0 | 0 | 0 |
| 505 | Parkland | 33 | 15492 | 28424 | 49952 | 27579 |
| 506 | Sauk Valley | 7 | 16960 | 25428 | 37438 | 23622 |
| 507 | Danville | 20 | 14762 | 22277 | 35144 | 23883 |
| 508 | Chicago | 519 | 9762 | 23183 | 41730 | 23652 |
| 509 | Elgin | 0 | 0 | 0 | 0 | 0 |
| 510 | Thornton | 0 | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 8 | 21440 | 29627 | 35473 | 29703 |
| 512 | Harper | 1 | 30012 | 30012 | 30012 | 30012 |
| 513 | Illinois Valley | 10 | 18740 | 30032 | 37270 | 28005 |
| 514 | Illinois Central | 22 | 19843 | 28554 | 38715 | 27825 |
| 515 | Prairie State | 0 | 0 | 0 | 0 | 0 |
| 516 | Waubonsee | 0 | 0 | 0 | 0 | 0 |
| 517 | Lake Land | 22 | 14000 | 22116 | 27029 | 22145 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 20 | 28000 | 38570 | 51600 | 39880 |
| 520 | Kankakee | 36 | 11712 | 17145 | 38076 | 16332 |
| 521 | Rend Lake | 11 | 17354 | 24113 | 31264 | 24166 |
| 522 | Belleville | 10 | 17922 | 32748 | 50683 | 33517 |
| 523 | Kishwaukee | 5 | 20790 | 24684 | 34766 | 21600 |
| 524 | Moraine Valley | 66 | 14674 | 24053 | 38568 | 22898 |
| 525 | Joliet | 0 | 0 | 0 | 0 | 0 |
| 526 | Lincoln Land | 2 | 19500 | 23300 | 27100 | 23300 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 |
| 528 | McHenry | 10 | 15000 | 17145 | 24033 | 18045 |
| 529 | Illinois Eastern | 3 | 15660 | 15886 | 16338 | 15660 |
| 530 | Logan | 13 | 23986 | 33830 | 42619 | 34942 |
| 531 | Shawnee | 7 | 17000 | 19931 | 22000 | 20000 |
| 532 | Lake County | 5 | 23320 | 31725 | 41666 | 28704 |
| 533 | Southeastern | 10 | 18500 | 23610 | 31367 | 22383 |
| 534 | Spoon River | 7 | 16796 | 19669 | 24094 | 18500 |
| 535 | Oakton | 0 | 0 | 0 | 0 | 0 |
| 536 | Lewis & Clark | 25 | 11500 | 20884 | 29310 | 19565 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 9 | 15750 | 23972 | 28000 | 24000 |
| 601 | State Comm. Coll. | 8 | 18000 | 24702 | 32668 | 24000 |
| | Total/Averages | 918 | $18643 | $24604 | $35622 | $25733 |

Section VI

## FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1988. The weighted average administrative staff salary ranged from a low of $27,320 to a high of $56,399.

Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1988 salaries; and the median fiscal year 1988 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (non-teaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1988 was $39,776. The lowest reported administrative salary was $14,427, and the highest was $92,000. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1988 CONTRACTUAL SALARIES PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Range | | |
|---|---|---|---|
| | Low | - | High |
| Lowest Administrative Salaries | $14,427 | | $42,104 |
| Average Administrative Salaries | $27,320 | | $56,399 |
| Highest Administrative Salaries | $46,340 | | $92,000 |
| Median Administrative Salaries | $21,600 | | $55,334 |

Illinois Community College Board

Table 14

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of Current FY 1988 Salaries Lowest | Average | Highest | Median FY 1988 Salary |
|---|---|---|---|---|---|---|
| 501 | Kaskaskia | 29 | $14427 | $32272 | $53000 | $30134 |
| 502 | DuPage | 22 | 42104 | 56399 | 92000 | 55334 |
| 503 | Black Hawk | 40 | 23736 | 41141 | 68000 | 42912 |
| 504 | Triton | 38 | 29000 | 46366 | 75000 | 46385 |
| 505 | Parkland | 22 | 25750 | 45774 | 75000 | 45619 |
| 506 | Sauk Valley | 18 | 19085 | 38240 | 66000 | 38625 |
| 507 | Danville | 20 | 26000 | 38149 | 61790 | 37752 |
| 508 | Chicago | 195 | 16500 | 37606 | 89078 | 35403 |
| 509 | Elgin | 26 | 28842 | 43231 | 68000 | DNA |
| 510 | Thornton | 22 | 32096 | 43766 | 53034 | DNA |
| 511 | Rock Valley | 23 | 20381 | 41588 | 77000 | 40695 |
| 512 | Harper | 32 | 35711 | 52457 | 88400 | 51031 |
| 513 | Illinois Valley | 12 | 30580 | 40935 | 65000 | 47790 |
| 514 | Illinois Central | 42 | 29280 | 47505 | 74812 | 47143 |
| 515 | Prairie State | 20 | 25909 | 36551 | 71298 | 34606 |
| 516 | Waubonsee | 23 | 26000 | 43850 | 80000 | 40000 |
| 517 | Lake Land | 19 | 19544 | 35615 | 63502 | 33480 |
| 518 | Carl Sandburg | 14 | 25920 | 39738 | 66830 | 40730 |
| 519 | Highland | 16 | 23100 | 39047 | 69250 | 37000 |
| 520 | Kankakee | 20 | 21000 | 38300 | 64200 | 34613 |
| 521 | Rend Lake | 21 | 28044 | 38978 | 64553 | 39118 |
| 522 | Belleville | 37 | 17739 | 44837 | 79407 | 44129 |
| 523 | Kishwaukee | 22 | 20801 | 35484 | 71500 | 31900 |
| 524 | Moraine Valley | 27 | 17097 | 44898 | 77040 | 45423 |
| 525 | Joliet | 41 | 18700 | 34881 | 73034 | 30952 |
| 526 | Lincoln Land | 34 | 21000 | 38267 | 85000 | 38239 |
| 527 | Morton | 14 | 30364 | 44235 | 71232 | 42112 |
| 528 | McHenry | 22 | 19254 | 34025 | 62152 | 32978 |
| 529 | Illinois Eastern | 72 | 15493 | 27320 | 65728 | 21600 |
| 530 | Logan | 20 | 22211 | 42795 | 70741 | 42586 |
| 531 | Shawnee | 12 | 19198 | 32411 | 54000 | 37034 |
| 532 | Lake County | 42 | 25000 | 44111 | 82500 | 44444 |
| 533 | Southeastern | 12 | 18112 | 37575 | 67700 | 31826 |
| 534 | Spoon River | 15 | 24054 | 34787 | 51534 | 36456 |
| 535 | Oakton | 29 | 27894 | 50500 | 79857 | 50147 |
| 536 | Lewis & Clark | 19 | 19300 | 37000 | 73000 | 35000 |
| 537 | Richland | 19 | 26750 | 40052 | 66500 | 39503 |
| 539 | John Wood | 15 | 24600 | 32416 | 46340 | 30500 |
| 601 | State Comm. Coll. | 21 | 18866 | 31644 | 50000 | 32463 |
| | Total/Averages | 1147 | $24459 | $39776 | $68622 | $36397 |

DNA = Data Not Available

Section VII

## SALARIES PAID TO SELECT ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988

A summary of the fiscal year 1988 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 15.

Table 16 indicates the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during fiscal year 1988. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 15

SUMMARY OF FISCAL YEAR 1988 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Administrative Position | Range | | State |
|---|---|---|---|
| | Low | High | Average |
| Executive of the District | $50,000 | $92,000 | $70,570 |
| Campus Administrator | $51,601 | $67,416 | $57,653 |
| Finance Officer | $33,000 | $70,620 | $53,314 |
| Academic Officer | $37,000 | $71,449 | $51,494 |
| Student Services Officer | $33,480 | $63,519 | $45,467 |
| Bacc. (Arts & Sci.)/Univ. Parallel Officer | $30,618 | $56,633 | $42,271 |
| Occupational/Career Education Officer | $30,500 | $62,000 | $45,929 |
| Cont. Ed. Officer (Comm. Ed./Comm. Serv.) | $20,282 | $58,700 | $40,764 |
| Director of Data Processing | $24,877 | $58,868 | $42,160 |
| Director of Research & Planning | $24,275 | $53,861 | $39,952 |
| Admissions and Records Officer | $20,721 | $56,867 | $36,970 |
| Director of Counseling | $20,282 | $56,633 | $35,845 |
| Director of Financial Aid | $19,931 | $47,088 | $31,091 |
| Director of Job Placement | $19,300 | $39,891 | $29,779 |
| Director of Student Activities | $18,169 | $54,089 | $32,910 |
| Director of Library/LRC | $22,455 | $57,697 | $38,242 |
| Development/Grants Officer | $24,719 | $53,000 | $38,780 |
| Public Relations Officer | $20,000 | $52,060 | $33,534 |
| Director of Personnel | $19,544 | $55,155 | $42,695 |
| Director of Business Services | $20,282 | $58,442 | $38,432 |
| Director of Physical Facilities/Grounds | $21,599 | $55,953 | $36,435 |
| Director of Adult Education | $23,127 | $46,000 | $34,897 |
| Director of Athletics | $23,068 | $55,450 | $35,498 |
| Controller | $20,766 | $49,918 | $37,116 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988

| Dist. No. | District | Executive Officer | | | Campus Administrator | | | Finance Officer | | | Academic Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $53000 | 1 | 1 | $ | | | $49116 | 21 | 2 | $45385 (2) | 4 | 2 |
| 502 | DuPage | 92000 | 9 | 1 | 67416 | 12 | 2 | 65489 | 8 | 2 | 57221 | 8 | 3 |
| 503 | Black Hawk | 68000 | 0 | 1 | 51708 (2) | 3 | 2 | 47592 | 3 | 2 | | | |
| 504 | Triton | 75000 | 1 | 1 | | | | 61910 | 2 | 2 | 64500 | 1 | 2 |
| 505 | Parkland | 75000 | 0 | 1 | | | | 66717 | 13 | 2 | | | |
| 506 | Sauk Valley | 66000 | 1 | 1 | | | | 53010 | 22 | 2 | | | |
| 507 | Danville | 61790 | 8 | 1 | | | | 54033 | 7 | 2 | 54472 | 21 | 2 |
| 508 | Chicago | 89078 | 4 | 1 | 58818 (8) | 0/11 | 2 | 70620 | 1 | 2 | 47027 (8) | 0/5 | 2 |
| 509 | Elgin | 68000 | 0 | 1 | | | | 58567 | 7 | 2 | 54228 | 1 | 2 |
| 510 | Thornton | 68000 | | 1 | | | | 48899 | 9 | 2 | 53034 | 4 | 2 |
| 511 | Rock Valley | 77000 | 18 | 1 | | | | 50402 | 13 | 3 | 58000 | 16 | 2 |
| 512 | Harper | 88400 | 9 | 1 | | | | 70322 | 2 | 2 | 71449 | 10 | 2 |
| 513 | Illinois Valley | 65000 | 13 | 1 | | | | 52508 | 14 | 2 | 50400 | 10 | 2 |
| 514 | Illinois Central | 74812 | 12 | 1 | | | | 56020 | 8 | 2 | 57195 | 8 | 2 |
| 515 | Prairie State | 71298 | 1 | 1 | | | | 58388 | 12 | 2 | 51004 | 2 | 2 |
| 516 | Waubonsee | 80000 | 6 | 1 | | | | 58500 | 10 | 2 | 56000 | 0 | 2 |
| 517 | Lake Land | 63502 | 3 | 1 | | | | 48577 | 1 | 2 | 50668 | 3 | 2 |
| 518 | Carl Sandburg | 66834 | 4 | 1 | | | | 50349 | 7 | 2 | 46073 | 1 | 2 |
| 519 | Highland | 69250 | 7 | 1 | | | | 50600 | 15 | 2 | 45000 | 1 | 2 |
| 520 | Kankakee | 64200 | 0 | 1 | | | | 46904 | 3 | 2 | 49000 | 0 | 2 |
| 521 | Rend Lake | 64553 | 9 | 1 | | | | 46289 | 3 | 2 | 53373 | 9 | 2 |
| 522 | Belleville | 79407 | 7 | 1 | 66164 (2) | 3/1 | | 64322 | 2 | | 62991 | 4 | |
| 523 | Kishwaukee | 71500 | 9 | 1 | | | | 33000 | 10 | 2 | 50125 | 10 | 3 |
| 524 | Moraine Valley | 77040 | 6 | 1 | | | | 59400 | 2 | 2 | 55726 | 2 | 3 |
| 525 | Joliet | 73034 | 2 | 1 | | | | 57865 | 2 | 2 | 54060 | 1 | 2 |
| 526 | Lincoln Land | 85000 | 20 | 1 | | | | 49000 | 2 | 2 | 51400 | 2 | 2 |
| 527 | Morton | 71232 | 2 | 1 | | | | 48956 | 2 | 2 | 48956 | 2 | 2 |
| 528 | McHenry | 62152 | 8 | 1 | | | | 48762 | 7 | 2 | 48762 | 2 | 2 |
| 529 | Illinois Eastern | 65728 | 4 | 1 | 51601 (4) | 1/10 | 2 | | | | 38280 (4) | 0/3 | 3 |
| 530 | Logan | 70741 | 6 | 1 | | | | 57818 | 13 | 2 | 58116 | 8 | 2 |
| 531 | Shawnee | 54000 | 0 | 1 | | | | 37034 | 1 | 2 | | | |
| 532 | Lake County | 82500 | 1 | 1 | | | | 62010 | 2 | 2 | 65720 | 6 | 2 |
| 533 | Southeastern | 67700 | 14 | 1 | | | | 48429 | 18 | 2 | 51150 | 8 | 2 |
| 534 | Spoon River | 51534 | 1 | 1 | | | | 41092 | 2 | 2 | | | |
| 535 | Oakton | 79857 | 3 | 1 | | | | 69175 | 15 | 2 | 67035 | 2 | 2 |
| 536 | Lewis & Clark | 73000 | 4 | 1 | | | | | | | 50000 | 1 | 2 |
| 537 | Richland | 66500 | 2 | 1 | | | | 48089 | 6 | 2 | 48000 | 0 | 2 |
| 539 | John Wood | | | | | | | 46340 | 10 | 2 | 40740 | 1 | 2 |
| 601 | State Comm. Coll. | 50000 | 0 | 1 | | | | 36500 | 0 | 2 | 37000 | 0 | 2 |

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

| Dist. No. | District | Student Services Officer | | | Bacc./Univ. Parallel Officer | | | Occupational Career Officer | | | Continuing Education Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $45599 | 7 | 2 | $ | | | $ | | | $45472 | 9 | 2 |
| 502 | DuPage | 54737 | 9 | 3 | 54737 | 8 | 3 | 54737 | 0 | 3 | 56367 | 8 | 3 |
| 503 | Black Hawk | | | | 49632 | 5 | 3 | 52008 | 9 | 3 | 53928 | 24 | 3 |
| 504 | Triton | 55000 | 1 | 1 | 49742 | 2 | 2 | 62000 | 1 | 2 | 53500 | 3 | 2 |
| 505 | Parkland | | | | | | | 39732 | 3 | 3 | 30661 | 2 | 3 |
| 506 | Sauk Valley | 47030 | 16 | 2 | 40010 | 6 | 3 | 43405 | 1 | 3 | 38610 | 6 | 3 |
| 507 | Danville | 42200 | 1 | 2 | | | | | | | 21000 | 1 | |
| 508 | Chicago | 38069 (7) | 1/6 | 3 | 42331 (8) | 1/5 | 3 | 49226 (2) | 2/7 | 3 | 37105 (8) | 1/2 | 3 |
| 509 | Elgin | 38069 | | | | | | 47533 | 1 | 3 | 43654 | 8 | 3 |
| 510 | Thornton | 45791 | 4 | 3 | 50975 | 1 | 3 | | | | 43798 | 6 | 3 |
| 511 | Rock Valley | 40545 | 3 | 3 | 50402 | 10 | 3 | 50402 | 12 | 3 | 50402 | 9 | 3 |
| 512 | Harper | 63020 | 1 | 2 | | | | | | | 51100 | 9 | 4 |
| 513 | Illinois Valley | 43192 | 11 | 2 | | | | 39320 | 10 | 3 | 38000 | 8 | 2 |
| 514 | Illinois Central | 52610 | 8 | 2 | 52345 | 7 | 3 | 50315 | 1 | 3 | 53710 | 12 | 3 |
| 515 | Prairie State | 45812 | 1 | 2 | | | | 39416 | 1 | 3 | | | |
| 516 | Waubonsee | 49350 | 5 | 3 | 51000 | 5 | 3 | 40000 | 5 | 4 | 58700 | 5 | 2 |
| 517 | Lake Land | 48577 | 7 | 2 | | | | 41956 | 2 | 3 | 28569 | 3 | 4 |
| 518 | Carl Sandburg | 43200 | 1 | 2 | 30618 | 2 | 3 | 45129 | 9 | 3 | 44560 | 14 | 3 |
| 519 | Highland | 52100 | 1 | 2 | | | | | | | 36800 | 1 | 3 |
| 520 | Kankakee | 39793 | 3 | 2 | | | | 44000 | 9 | 2 | 44126 | 5 | 3 |
| 521 | Rend Lake | 41807 | 2 | 2 | | | | 48644 | 8 | 2 | | | |
| 522 | Belleville | 63519 | 14 | | 56633 (3) | 4 | | 56633 (3) | 4 | | | | |
| 523 | Kishwaukee | 42288 | 7 | 3 | 46519 | 9 | 3 | | | | 38286 | 7 | 3 |
| 524 | Moraine Valley | 62194 | 13 | 3 | 56511 | 5 | 4 | 47258 | 2 | 4 | 51117 | 2 | 4 |
| 525 | Joliet | 51940 | 1 | 2 | 54919 | 1 | 3 | | | | 54919 | 1 | 3 |
| 526 | Lincoln Land | 49000 | 2 | 2 | 43300 | 2 | 3 | 45800 | 7 | 3 | 46200 | 17 | 3 |
| 527 | Morton | 49360 | 6 | 2 | 41395 | 11 | 3 | 41006 | 6 | 3 | 39300 | 6 | 3 |
| 528 | McHenry | | | | | | | | | | 40166 | 6 | 3 |
| 529 | Illinois Eastern | 33480 (4) | 2/17 | 3 | | | | | | | 20282 | 2 | 3 |
| 530 | Logan | 49447 | 10 | 3 | | | | | | | 40747 | 5 | 4 |
| 531 | Shawnee | 37034 | 2 | 2 | 37034 | 1 | 2 | 37034 | 1 | 2 | 37034 | 10 | 2 |
| 532 | Lake County | 59503 | 15 | 3 | | | | | | | 41616 | 3 | 4 |
| 533 | Southeastern | 48429 | 15 | 2 | | | | 44512 | 3 | 3 | 33228 | 12 | 3 |
| 534 | Spoon River | 42402 | 9 | 2 | 40213 | 8 | 2 | 38015 | 3 | 2 | 26556 | 8 | 2 |
| 535 | Oakton | 57700 | 1 | 2 | 51878 (4) | 2 | 3 | | | | 50301 | 3 | 3 |
| 536 | Lewis & Clark | 50500 | 3 | 2 | | | | | | | 43000 | 2 | 3 |
| 537 | Richland | 48762 | 15 | 2 | | | | | | | | | |
| 539 | John Wood | 39600 | 3 | 2 | | | | 30500 | 2 | 3 | 37200 | 11 | 2 |
| 601 | State Comm. Coll. | 38093 | 10 | 2 | | | | 34952 | 12 | 3 | 22329 | 1 | 4 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

| Dist. No. | District | Director of Data Processing | | | Director of Research/Planning | | | Admissions/Records Officer | | | Director of Counseling | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $40908 | 10 | 3 | $38901 | 10 | 3 | $41310 | 8 | 3 | $35337 | 7 | 3 |
| 502 | DuPage | 58868 | 2 | 3 | 48528 | 5 | 4 | 55940 | 1 | 4 | | | |
| 503 | Black Hawk | 44616 | 5 | 4 | | | | 47040 | 20 | 4 | 44688 | 12 | 4 |
| 504 | Triton | 53583 | 8 | 3 | 37375 | 2 | 3 | 32397 | 4 | 3 | | | |
| 505 | Parkland | 32500 | 0 | 3 | 49211 | 16 | 3 | 37761 | 9 | 3 | | | |
| 506 | Sauk Valley | 38705 | 16 | 4 | 38680 | 6 | 4 | 37975 | 6 | 3 | | | |
| 507 | Danville | 39747 | 17 | | | | | 35144 | 16 | | 26256 | 6 | |
| 508 | Chicago | 47511 | 3 | | | | | 40766 (5) | 5/7 | 3/4 | | | |
| 509 | Elgin | 47721 | 5 | 3 | | | | | | | 43983 | 7 | 3 |
| 510 | Thornton | 44292 | 7 | 2 | | | | 50254 | 15 | 3 | | | |
| 511 | Rock Valley | 45303 | 12 | 4 | | | | 40695 | 9 | 4 | | | |
| 512 | Harper | 55228 | 7 | 3 | 50737 | 16 | 2 | 50961 | 8 | 3 | 42920 | 1 | 3 |
| 513 | Illinois Valley | 44000 | 9 | 2 | | | | 30580 | 9 | 3 | | | |
| 514 | Illinois Central | 41825 | 10 | 3 | 50265 | 8 | 2 | 48415 | 3 | 3 | 42205 | 9 | 3 |
| 515 | Prairie State | 44055 | 2 | 3 | 35699 | 7 | 3 | 39458 | 10 | 3 | | | |
| 516 | Waubonsee | 45500 | 11 | 3 | | | | | | | | | |
| 517 | Lake Land | 36224 | 2 | 4 | | | | 33480 | 19 | 4 | | | |
| 518 | Carl Sandburg | 40730 | 11 | 3 | | | | 33793 | 8 | 3 | | | |
| 519 | Highland | 36400 | 8 | 3 | | | | 29000 | 19 | 3 | | | |
| 520 | Kankakee | | | | 34000 | 0 | 2 | | | | | | |
| 521 | Rend Lake | | | | | | | 28649 | 7 | 3 | 32070 | 1 | 3 |
| 522 | Belleville | 39723 | 10 | | | | | 40844 | 7 | | 56633 | 8 | |
| 523 | Kishwaukee | 44451 | 9 | 3 | | | | 32708 | 6 | 4 | | | |
| 524 | Moraine Valley | | | | 24275 | 2 | 4 | 44716 | 5 | 4 | 53096 | 4 | 4 |
| 525 | Joliet | 47700 | 1 | 4 | 37100 | 1 | 4 | 29680 | 1 | 5 | 49236 | 4 | 3 |
| 526 | Lincoln Land | 39500 | 15 | 4 | | | | 43400 | 7 | 3 | 44800 | 19 | 3 |
| 527 | Morton | 44540 | 8 | 3 | | | | 42828 | 13 | 3 | | | |
| 528 | McHenry | 40347 | 9 | 4 | | | | 33824 | 7 | 4 | | | |
| 529 | Illinois Eastern | 32342 | 3 | 2 | 38950 | 19 | 2 | 20721 (5) | 0/5 | 4 | 20282 (3) | 3 | 4 |
| 530 | Logan | 31258 | 6 | 4 | | | | 42586 | 4 | 4 | | | |
| 531 | Shawnee | 24877 | 4 | 3 | | | | | | | 25000 | 1 | 3 |
| 532 | Lake County | 53542 | 13 | 3 | 35469 | 3 | 4 | 53542 | 15 | 4 | 36765 | 1 | 4 |
| 533 | Southeastern | | | | | | | | | | 31868 | 10 | 4 |
| 534 | Spoon River | 35139 | 9 | 3 | 31047 | 10 | 2 | | | | 27036 | 4 | 3 |
| 535 | Oakton | 57697 | 17 | 3 | 53861 | 2 | 3 | 56867 | 17 | 3 | 49000 | 1 | 3 |
| 536 | Lewis & Clark | 37700 | 16 | 3 | | | | 31700 | 5 | 3 | 36500 | 2 | 3 |
| 537 | Richland | | | | 44721 | 13 | 3 | 30520 | 6 | 4 | | | |
| 539 | John Wood | 37900 | 8 | 2 | | | | 26900 | 8 | 3 | | | |
| 601 | State Comm. Coll. | 29003 | 5 | 3 | 40000 | 2 | 2 | 25368 | 7 | 3 | 31323 | 6 | 3 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

| Dist. No. | District | Director of Financial Aid | | | Director of Job Placement | | | Director of Student Activities | | | Director of Library/LRC | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $19931 | 3 | 3 | $ | | | $ | | | $30134 | 4 | 3 |
| 502 | DuPage | | | | | | | | | | 48120 | 2 | 3 |
| 503 | Black Hawk | 47088 | 19 | 4 | | | | | | | 27360 | 5 | 4 |
| 504 | Triton | 29000 | 1 | 4 | | | | 39561 | 3 | 3 | 51724 | 4 | 2 |
| 505 | Parkland | 43427 | 17 | 3 | 25750 | 1 | 3 | 54089 | 20 | 3 | 54992 | 18 | 3 |
| 506 | Sauk Valley | 38705 | 17 | 4 | | | | | | | | | |
| 507 | Danville | 36984 | 17 | | | | | | | | 39039 | 21 | |
| 508 | Chicago | 34308 (8) | 1/9 | 4 | 39891 | 5 | 4 | 27420 (4) | 1 | 4 | 36380 | 1 | 4 |
| 509 | Elgin | 41463 | 13 | 3 | | | | 39049 | 4 | 3 | 50048 | 11 | 3 |
| 510 | Thornton | 36627 | 4 | 4 | | | | 32582 | 1 | 4 | 35414 | 1 | 3 |
| 511 | Rock Valley | 37427 | 7 | 4 | | | | 36581 | 18 | 4 | 45303 | 18 | 4 |
| 512 | Harper | | | | 35711 | 1 | 4 | 40393 | 10 | 3 | 49700 | 17 | 4 |
| 513 | Illinois Valley | 25000 | 1 | 3 | | | | | | | 35579 | 17 | 3 |
| 514 | Illinois Central | 34965 | 3 | 3 | | | | | | | 51380 | 15 | 3 |
| 515 | Prairie State | | | | | | | 29247 | 2 | 3 | 27304 | 2 | 3 |
| 516 | Waubonsee | | | | | | | | | | 37700 | 7 | 3 |
| 517 | Lake Land | 30733 | 15 | 4 | 22593 | 12 | 4 | | | | 29766 | 16 | 4 |
| 518 | Carl Sandburg | 25920 | 3 | 3 | | | | | | | 36742 | 4 | 3 |
| 519 | Highland | 31100 | 19 | 3 | | | | | | | 31100 | 4 | 3 |
| 520 | Kankakee | | | | | | | 21000 | 0 | 3 | | | |
| 521 | Rend Lake | 28649 | 7 | 3 | 32791 | 6 | 3 | | | | 39118 | 8 | 3 |
| 522 | Belleville | 32770 | 5 | | | | | 31000 | 2 | | 52357 | 18 | |
| 523 | Kishwaukee | 25147 | 7 | 4 | 20801 | 2 | 4 | 21048 | 4 | 4 | 24846 | 2 | 4 |
| 524 | Moraine Valley | 25568 | 5 | | 35076 | 6 | | 18169 | 2 | | 45893 | 5 | 4 |
| 525 | Joliet | 30299 | 4 | 4 | | | | 42419 | 9 | 5 | | | |
| 526 | Lincoln Land | 30500 | 3 | 4 | | | | 30500 | 2 | 4 | | | |
| 527 | Morton | | | | | | | | | | 38175 | 3 | 3 |
| 528 | McHenry | 25368 | 1 | 4 | | | | 20060 | 4 | 4 | | | |
| 529 | Illinois Eastern | 20282 (4) | 2/3 | 4 | | | | | | | 22455 (4) | 1/17 | 0 |
| 530 | Logan | | | | 37258 | 6 | 4 | 35049 | 14 | 4 | 50910 | 16 | 3 |
| 531 | Shawnee | | | | | | | | | | 32463 | 18 | 3 |
| 532 | Lake County | 40079 | 6 | 4 | 28835 | 4 | 4 | 53542 | 18 | 4 | 55223 | 16 | 3 |
| 533 | Southeastern | 29778 | 4 | 4 | | | | | | | 34855 | 23 | 4 |
| 534 | Spoon River | | | | | | | 36456 | 14 | 3 | 26771 | 3 | 3 |
| 535 | Oakton | | | | | | | 27894 | 2 | 3 | 57697 | 17 | 3 |
| 536 | Lewis & Clark | 20200 | 3 | 4 | 19300 | 4 | 4 | 38000 | 3 | 3 | | | |
| 537 | Richland | 37645 | 5 | 4 | | | | 33526 | 3 | 4 | 40084 | 6 | 4 |
| 539 | John Wood | 28000 | 6 | 3 | | | | | | | | | |
| 601 | State Comm. Coll. | 24600 | 3 | 3 | 29563 | 5 | 3 | | | | 32463 | 12 | 3 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

| Dist. No. | District | Development/Grants Officer | | | Public Relations Officer | | | Director of Personnel | | | Business Services Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $24719 | 3 | 3 | $ | | | $ | | | $ | | |
| 502 | DuPage | | | | 43961 | 5 | 4 | 55155 | 1 | 3 | 46370 | 2 | 4 |
| 503 | Black Hawk | 39456 | 7 | 4 | 37680 | 4 | 4 | 46632 | 14 | 4 | 58442 (2) | 0 | 4 |
| 504 | Triton | 32099 | 3 | 4 | | | | 53546 | 1 | 2 | 45580 | 2 | 3 |
| 505 | Parkland | | | | 29615 | 2 | 3 | 52205 | 12 | 3 | | | |
| 506 | Sauk Valley | | | | 38640 | 20 | 4 | | | | | | |
| 507 | Danville | | | | 24424 | 21 | | 42200 | 1 | | 33760 | 1 | |
| 508 | Chicago | | | | | | | | | | 39831 (9) | 1/12 | 3/4 |
| 509 | Elgin | | | | 37818 | 16 | 3 | | | | | | |
| 510 | Thornton | | | | 32096 | 0 | 2 | 40227 | 15 | 4 | | | |
| 511 | Rock Valley | | | | 38123 | 11 | 4 | | | | | | |
| 512 | Harper | 47925 | 1 | 2 | 52060 | 12 | 2 | 51189 | 5 | 3 | 57036 | 2 | 3 |
| 513 | Illinois Valley | | | | 36640 | 18 | 2 | | | | | | |
| 514 | Illinois Central | | | | 38290 | 6 | 3 | 49865 | 10 | 3 | | | |
| 515 | Prairie State | | | | 33758 | 3 | 3 | 36034 | 3 | 3 | 28855 | 3 | 3 |
| 516 | Waubonsee | 53000 | 3 | 3 | 26000 | 0 | 3 | 43500 | 9 | 3 | 46400 | 2 | 3 |
| 517 | Lake Land | | | | 26309 | 4 | 4 | 19544 | 5 | 4 | 35988 | 10 | 4 |
| 518 | Carl Sandburg | | | | 21672 | 6 | 4 | | | | | | |
| 519 | Highland | | | | 20000 | 1 | 4 | | | | 22300 | 7 | 4 |
| 520 | Kankakee | | | | 34613 | 2 | 2 | | | | 26974 | 5 | 3 |
| 521 | Rend Lake | | | | 28044 | 9 | 3 | | | | | | |
| 522 | Belleville | 43479 (2) | 15/3 | | 43800 | 2 | | 47791 | 4 | | 32903 (2) | 16/3 | 3 |
| 523 | Kishwaukee | 33788 | 3 | 2 | 26409 | 4 | 2 | | | | | | |
| 524 | Moraine Valley | 43657 | 1 | 3 | 26709 | 3 | 4 | 37260 | 4 | 3 | 31030 | 2 | 3 |
| 525 | Joliet | 39304 | 4 | 4 | 38000 | 9 | 4 | 35350 | 4 | 4 | 38506 | 7 | 3 |
| 526 | Lincoln Land | | | | 23200 | 2 | 4 | 38600 | 13 | 4 | 34300 | 1 | 3 |
| 527 | Morton | | | | 44985 | 16 | 3 | 39971 | 2 | 3 | | | |
| 528 | McHenry | | | | 30081 | 13 | 4 | 31567 | 9 | 3 | 26450 | 3 | 3 |
| 529 | Illinois Eastern | 34930 | 6 | 3 | 20607 (5) | 0/3 | | 22598 | 1 | 3 | 20282 (3) | 3/8 | 3 |
| 530 | Logan | 42255 | 12 | 4 | 30237 | 3 | 4 | | | | | | |
| 531 | Shawnee | | | | | | | | | | | | |
| 532 | Lake County | 33353 | 2 | 3 | 36507 | 7 | 2 | 44840 | 6 | 3 | 51851 | 6 | 3 |
| 533 | Southeastern | 27109 | 4 | 4 | | | | | | | | | |
| 534 | Spoon River | | | | | | | 38302 | 6 | 2 | | | |
| 535 | Oakton | 37557 | 3 | 3 | 46866 | 2 | 3 | 50147 | 11 | 3 | 37775 | 6 | 3 |
| 536 | Lewis & Clark | 39000 | 10 | 2 | 32800 | 3 | 3 | | | | | | |
| 537 | Richland | | | | | | | | | | 26750 | 0 | 4 |
| 539 | John Wood | | | | 25000 | 1 | 3 | | | | | | |
| 601 | State Comm. Coll. | | | | | | | 30561 | 2 | 3 | 34500 | 0 | 3 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

| Dist. | | Physical Facil./Grounds Officer | | | Adult Basic/Secondary Educ. | | | Director of Athletics | | | Controller | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | District | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 501 | Kaskaskia | $27290 | 11 | 3 | $ | | | $29680 | 2 | 3 | $20766 | 2 | 3 |
| 502 | DuPage | | | | | | | | | | | | |
| 503 | Black Hawk | 43848 | 18 | 4 | 37144 (3) | 11 | 4 | 33240 | 1 | 4 | 46704 | 9 | 4 |
| 504 | Triton | 47191 | 1 | 3 | 35948 | 3 | 3 | 38058 | 6 | 4 | 49918 | 3 | 3 |
| 505 | Parkland | 47892 | 18 | 3 | | | | | | | | | |
| 506 | Sauk Valley | 34965 | 15 | 4 | | | | | | | | | |
| 507 | Danville | 34185 | 11 | | 32834 | 2 | | | | | | | |
| 508 | Chicago | 51406 | 10 | 4 | 38926 (6) | 2/3 | 3/4 | | | | | | |
| 509 | Elgin | 42639 | 7 | 3 | 32598 | 1 | 3 | | | | 42546 | 14 | 3 |
| 510 | Thornton | 40377 | 6 | 4 | | | | 41234 | 4 | 4 | | | |
| 511 | Rock Valley | 34610 | 4 | 4 | 33736 | 4 | 4 | | | | 33774 | 10 | 4 |
| 512 | Harper | 55953 | 5 | 3 | 46000 | 4 | 4 | 55450 | 20 | 4 | | | |
| 513 | Illinois Valley | 31000 | 2 | 3 | | | | | | | | | |
| 514 | Illinois Central | 45515 | 8 | 3 | | | | | | | 40410 | 3 | 3 |
| 515 | Prairie State | 41773 | 11 | 3 | | | | | | | 39513 | 11 | 3 |
| 516 | Waubonsee | 46000 | 3 | 3 | 29500 | 0 | 4 | | | | 27500 | 9 | 4 |
| 517 | Lake Land | 31508 | 1 | 4 | 23127 | 1 | 4 | | | | | | |
| 518 | Carl Sandburg | 36225 | 9 | 3 | | | | | | | 25920 | 2 | 3 |
| 519 | Highland | 37200 | 7 | 3 | | | | 32400 | 7 | 3 | | | |
| 520 | Kankakee | 36052 | 9 | 3 | | | | | | | | | |
| 521 | Rend Lake | 31008 | 0 | 3 | 32464 | 2 | 3 | 40772 | 6 | 3 | | | |
| 522 | Belleville | 36000 | 2 | 3 | 41444 | 7 | 3 | 29651 | 8 | | | | |
| 523 | Kishwaukee | 31365 | 10 | 3 | 24701 | 4 | 4 | 24268 | 2 | 4 | | | |
| 524 | Moraine Valley | 48000 | 12 | 3 | 45012 | 7 | | 28622 | 4 | 4 | 33000 | 1 | 3 |
| 525 | Joliet | 38160 | 1 | 5 | 33349 | 4 | 4 | 29680 | 1 | 5 | 38506 | 7 | 5 |
| 526 | Lincoln Land | 35800 | 7 | 4 | 35800 | 1 | 4 | | | | | | |
| 527 | Morton | 38216 | 0 | 3 | | | | | | | | | |
| 528 | McHenry | 29596 | 8 | 4 | 36803 | 11 | 4 | | | | | | |
| 529 | Illinois Eastern | 25428 (3) | 1/2 | | | | | 23068 (4) | 0/3 | 4 | 38950 | 10 | 2 |
| 530 | Logan | 23042 (2) | 3 | | 33868 | 5 | 4 | 43114 | 1 | 4 | 45950 | 7 | 3 |
| 531 | Shawnee | 21599 | 4 | 3 | | | | | | | | | |
| 532 | Lake County | 48153 | 18 | 3 | | | | 36765 | 1 | 4 | | | |
| 533 | Southeastern | | | | | | | | | | | | |
| 534 | Spoon River | | | | 24054 | 1 | 3 | | | | | | |
| 535 | Oakton | 49000 | 1 | 3 | | | | 46470 | 15 | 3 | 43289 | 12 | 3 |
| 536 | Lewis & Clark | | | | 25000 | 0 | 3 | | | | | | |
| 537 | Richland | 29183 | 4 | 4 | | | | | | | | | |
| 539 | John Wood | | | | 31000 | 4 | 3 | | | | 30000 | 4 | 3 |
| 601 | State Comm. Coll. | 24000 | 0 | 3 | | | | | | | | | |

## Section VIII

## SUMMARY OF FISCAL YEAR 1988 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1988 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 16 positions community college classified salaries were higher and for 10 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1988*

| Title | Number of Employees | Low Salary | Average Salary | High Salary |
|---|---|---|---|---|
| Accountant I | 31 | $1,235 | $1,762 | $2,836 |
| Accountant II | 28 | 1,128 | 1,862 | 3,115 |
| Accountant Clerk I | 77 | 823 | 1,384 | 1,721 |
| Accountant Clerk II | 101 | 821 | 1,470 | 1,994 |
| Admissions/Records Clerk | 140 | 810 | 1,176 | 1,407 |
| Admissions/Records Supervisor or Tech. | 39 | 1,183 | 1,955 | 2,565 |
| Audio-Visual Services Manager | 32 | 1,038 | 1,714 | 2,786 |
| Bookstore Manager | 30 | 1,052 | 1,695 | 3,034 |
| Clerk Typist | 519 | 840 | 1,416 | 1,620 |
| Computer Operator I (Junior) | 56 | 935 | 1,498 | 1,759 |
| Computer Operator II (Senior) | 31 | 1,086 | 1,684 | 2,029 |
| Computer Programmer I (Junior) | 23 | 1,023 | 1,705 | 2,175 |
| Computer Programmer II (Senior) | 24 | 917 | 1,869 | 3,009 |
| Computer Systems Analyst | 23 | 2,141 | 2,631 | 3,017 |
| Custodian | 622 | 931 | 1,386 | 1,821 |
| Custodian Supervisor | 48 | 1,094 | 1,756 | 2,819 |
| Keypunch Operator/Data Entry Clerk | 36 | 982 | 1,556 | 1,937 |
| Library Clerk | 136 | 823 | 1,382 | 2,127 |
| Programmer/Analyst | 36 | 1,184 | 2,155 | 3,173 |
| Purchasing Clerk | 15 | 1,042 | 1,396 | 1,969 |
| Purchasing Supervisor | 25 | 1,397 | 2,185 | 2,936 |
| Receptionist/Switchboard Operator | 68 | 808 | 1,223 | 1,661 |
| Secretary-General | 500 | 808 | 1,240 | 1,557 |
| Secretary-Administrative | 282 | 911 | 1,457 | 2,067 |
| Secretary-Executive | 99 | 1,304 | 1,745 | 2,667 |
| Security Officer/Guard | 80 | 1,084 | 1,576 | 2,177 |
| Security Supervisor | 27 | 950 | 2,346 | 3,029 |
| Shipping/Recording Clerk | 41 | 808 | 1,477 | 2,147 |

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1987 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES*

| Title | University Civil Service Monthly Mean Salary | Community College Monthly Mean Salary | Difference in Mean Salaries | Percent Difference in Mean Salaries |
|---|---|---|---|---|
| Accountant I | $1649 | $1762 | $ 113 | 6.85% |
| Accountant II | 1925 | 1862 | -63 | -3.27% |
| Accountant Clerk I | 1138 | 1384 | 246 | 21.62% |
| Accountant Clerk II | 1313 | 1470 | 157 | 11.96% |
| Admissions/Records Officer I | 1259 | 1176 | -83 | -6.59% |
| Admissions/Records Super. | 1997 | 1955 | -42 | -2.10% |
| Audio/Visual Service Manager | 2448 | 1714 | -734 | -29.98% |
| Bookstore Manager | 2464 | 1695 | -769 | -31.21% |
| Clerk Typist I | 834 | 1416 | 582 | 69.78% |
| Computer Operator I | 1040 | 1498 | 458 | 44.04% |
| Computer Operator II | 1210 | 1684 | 474 | 39.17% |
| Computer Programmer I | 1370 | 1705 | 335 | 24.45% |
| Computer Programmer II | 1591 | 1869 | 278 | 17.47% |
| Computer Systems Analyst | 2153 | 2631 | 478 | 22.20% |
| Custodian | 1355 | 1386 | 31 | 2.29% |
| Custodian Supervisor | 2083 | 1756 | -327 | -15.70% |
| Data Entry Operator | 899 | 1556 | 657 | 73.08% |
| Library Clerk | 1124 | 1382 | 258 | 22.95% |
| Purchasing Clerk | 1498 | 1396 | -102 | -6.81% |
| Purchasing Director | 2876 | 2185 | -691 | -24.03% |
| Secretary - General | 1089 | 1240 | 151 | 13.87% |
| Secretary - Administrative | 1767 | 1457 | -310 | -17.54% |
| Secretary - Executive | 2175 | 1745 | -430 | -19.77% |
| Security Officer/Guard | 1177 | 1576 | 399 | 33.90% |
| Security Supervisor | 1865 | 2346 | 481 | 25.79% |
| Shipping/Receiving Clerk | 1095 | 1477 | 382 | 34.89% |

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

## FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1987

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1987.

Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

### SUMMARY OF AVERAGE FISCAL YEAR 1987 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Fringe Benefits | | |
|---|---|---|---|
| | Low | Average | High |
| Administrative | $658 | $2,591 | $5,823 |
| 9 Month Teaching Faculty | $507 | $2,505 | $5,334 |
| 12 Month Teaching Faculty | $653 | $1,905 | $2,666 |
| 9 Month Other Professional (Non-teaching) | $863 | $2,277 | $5,647 |
| 12 Month Other Professional (Non-teaching) | $597 | $2,242 | $4,582 |
| Classified | $648 | $2,143 | $4,049 |

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1987

| Dist. No. | District | Health Insurance | Health Insurance for Family Dependents | Dental Insurance | Life Insurance | Employees SURS Contrib. Paid by College | Social Security | Medicare | Worker's Compensation | Unemployment Insurance | Disability | Free or Partial Tuition for Family | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 501 | Kaskaskia | x | x | | x | | | x | x | x | | | |
| 502 | DuPage | x | x | x | x | | | x | x | x | | x | x |
| 503 | Black Hawk | x | x | | x | | | x | x | x | x | x | x |
| 504 | Triton | x | x | x | x | | | x | x | x | | x | x |
| 505 | Parkland | x | x | x | x | | | x | x | x | x | x | |
| 506 | Sauk Valley | x | x | | x | | | x | x | x | | x | x |
| 507 | Danville | x | x | | x | | | x | x | x | x | x | x |
| 508 | Chicago | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | x | x | x | x | | | x | x | x | | x | |
| 510 | Thornton | x | x | x | x | | | | x | | | x | |
| 511 | Rock Valley | x | x | x | x | | | x | x | | | x | x |
| 512 | Harper | x | x | x | x | | | | x | | x | x | x |
| 513 | Illinois Valley | x | x | | x | | | x | x | | | | |
| 514 | Illinois Central | x | x | x | x | | | x | x | x | x | x | |
| 515 | Prairie State | x | x | | x | | | | x | x | x | x | |
| 516 | Waubonsee | x | x | x | x | | | x | x | | x | x | x |
| 517 | Lake Land | x | | x | x | | | x | x | x | | x | |
| 518 | Carl Sandburg | x | | x | x | | | x | x | x | | x | x |
| 519 | Highland | x | x | | x | | | | x | | | x | x |
| 520 | Kankakee | x | | x | x | | | x | x | x | | x | x |
| 521 | Rend Lake | x | | x | x | | | x | x | | | x | |
| 522 | Belleville | x | x | | x | | | x | x | x | x | x | x |
| 523 | Kishwaukee | x | x | x | x | | | | x | x | | x | x |
| 524 | Moraine Valley | x | x | | x | | | x | x | x | x | | x |
| 525 | Joliet | x | x | x | x | | | x | x | x | | x | |
| 526 | Lincoln Land | x | | x | x | | | x | x | | | x | |
| 527 | Morton | x | | | x | | | x | x | | | x | x |
| 528 | McHenry | x | x | x | x | | | x | x | x | | x | x |
| 529 | Illinois Eastern | x | | x | x | | | | x | | | x | |
| 530 | Logan | x | x | x | x | | | x | x | x | | x | |
| 531 | Shawnee | | | | | | | x | x | x | | x | |
| 532 | Lake County | x | x | x | x | | | x | x | x | | x | x |
| 533 | Southeastern | x | x | | x | | | x | x | x | | x | |
| 534 | Spoon River | x | x | x | x | x | | x | x | x | | x | x |
| 535 | Oakton | x | x | x | x | | | x | x | x | | x | x |
| 536 | Lewis & Clark | x | x | x | x | | | x | x | x | x | x | |
| 537 | Richland | x | x | x | x | | | x | x | x | x | | |
| 539 | John Wood | x | x | x | x | | | x | x | x | x | x | x |
| 601 | State Comm.Coll. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

DNA - Data Not Available
N/A - Not applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1987 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Administrative Staff | | | 9-Month Teaching Faculty | | | 12-Month Teaching Faculty | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 501 | Kaskaskia | 25 | $ 54418 | $2177 | 51 | $ 98711 | $1936 | 12 | $ 24832 | $2069 |
| 502 | DuPage | 22 | 73780 | 3354 | 205 | 862799 | 4209 | 0 | 0 | 0 |
| 503 | Black Hawk | 40 | 107437 | 2686 | 147 | 343102 | 2334 | 8 | 21591 | 2699 |
| 504 | Triton | 41 | 150550 | 3672 | 226 | 590477 | 2613 | 0 | 0 | 0 |
| 505 | Parkland | 22 | 48749 | 2216 | 159 | 337797 | 2125 | 0 | 0 | 0 |
| 506 | Sauk Valley | 17 | 48650 | 2862 | 39 | 100469 | 2576 | 8 | 21773 | 2722 |
| 507 | Danville | 20 | 39262 | 1963 | 57 | 74807 | 1312 | 6 | 7482 | 1247 |
| 508 | Chicago | 166 | 356624 | 2148 | 996 | 2204487 | 2213 | 74 | 163787 | 2213 |
| 509 | Elgin | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 510 | Thornton | 25 | 60447 | 2418 | 113 | 236762 | 2095 | 0 | 0 | 0 |
| 511 | Rock Valley | 23 | 62997 | 2739 | 125 | 329195 | 2634 | 3 | 7390 | 2463 |
| 512 | Harper | 31 | 97934 | 3159 | 168 | 486043 | 2893 | 2 | 4237 | 2119 |
| 513 | Illinois Valley | 12 | 69878 | 5823 | 71 | 126838 | 1786 | 0 | 0 | 0 |
| 514 | Illinois Central | 43 | 250212 | 5819 | 172 | 917487 | 5334 | 0 | 0 | 0 |
| 515 | Prairie State | 20 | 59942 | 2997 | 89 | 211938 | 2381 | 0 | 0 | 0 |
| 516 | Waubonsee | 23 | 63377 | 2756 | 58 | 149328 | 2575 | 0 | 0 | 0 |
| 517 | Lake Land | 19 | 44558 | 2345 | 84 | 192951 | 2297 | 7 | 18663 | 2666 |
| 518 | Carl Sandburg | 15 | 24190 | 1613 | 58 | 97267 | 1677 | 0 | 0 | 0 |
| 519 | Highland | 16 | 39788 | 2487 | 39 | 94800 | 2431 | 0 | 0 | 0 |
| 520 | Kankakee | 35 | 62412 | 1783 | 51 | 97614 | 1914 | 0 | 0 | 0 |
| 521 | Rend Lake | 21 | 24642 | 1173 | 32 | 34590 | 1081 | 20 | 23176 | 1159 |
| 522 | Belleville | 36 | 114636 | 3184 | 97 | 223291 | 2302 | 5 | 11073 | 2215 |
| 523 | Kishwaukee | 22 | 34798 | 1582 | 65 | 98413 | 1514 | 0 | 0 | 0 |
| 524 | Moraine Valley | 27 | 104287 | 3862 | 161 | 489748 | 3042 | 0 | 0 | 0 |
| 525 | Joliet | 43 | 154780 | 3600 | 147 | 494028 | 3361 | 0 | 0 | 0 |
| 526 | Lincoln Land | 33 | 57327 | 1737 | 107 | 139077 | 1300 | 8 | 10477 | 1310 |
| 527 | Morton | 14 | 17403 | 1243 | 60 | 89621 | 1494 | 0 | 0 | 0 |
| 528 | McHenry | 24 | 82545 | 3439 | 43 | 149610 | 3479 | 0 | 0 | 0 |
| 529 | Illinois Eastern | 71 | 73871 | 1040 | 106 | 108618 | 1025 | 13 | 11687 | 899 |
| 530 | Logan | 20 | 40015 | 2001 | 53 | 107849 | 2035 | 0 | 0 | 0 |
| 531 | Shawnee | 12 | 7892 | 658 | 16 | 8110 | 507 | 7 | 4572 | 653 |
| 532 | Lake County | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 533 | Southeastern | 12 | 25755 | 2146 | 35 | 64554 | 1844 | 5 | 10033 | 2007 |
| 534 | Spoon River | 16 | 50947 | 3184 | 33 | 102487 | 3106 | 0 | 0 | 0 |
| 535 | Oakton | 29 | 117948 | 4067 | 133 | 440820 | 3314 | 0 | 0 | 0 |
| 536 | Lewis & Clark | 23 | 36626 | 1592 | 77 | 118110 | 1534 | 0 | 0 | 0 |
| 537 | Richland | 19 | 36824 | 1938 | 36 | 70415 | 1956 | 0 | 0 | 0 |
| 539 | John Wood | 15 | 30449 | 2030 | 0 | 0 | 0 | 20 | 36480 | 1824 |
| 601 | State Comm. Coll. | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| | Totals/Averages | 1052 | $2725950 | $2591 | 4109 | $10292213 | $2505 | 198 | $377253 | $1905 |

DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1987 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES
(Continued)

| Dist. No. | District | 9-Month Other (Non-Teaching) Professional Staff | | | 12-Month Other (Non-Teaching) Professional Staff | | | Classified Staff | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 501 | Kaskaskia | 4 | $ 7256 | $1814 | 0 | $ 0 | $ 0 | 42 | $ 86932 | $2070 |
| 502 | DuPage | 25 | 103795 | 4152 | 24 | 94865 | 3953 | 314 | 1237253 | 3940 |
| 503 | Black Hawk | 4 | 5707 | 1427 | 5 | 10573 | 2115 | 185 | 380148 | 2055 |
| 504 | Triton | 14 | 38379 | 2741 | 15 | 38379 | 2559 | 295 | 594940 | 2017 |
| 505 | Parkland | 18 | 33348 | 1853 | 33 | 59682 | 1809 | 83 | 139334 | 1679 |
| 506 | Sauk Valley | 2 | 4587 | 2294 | 7 | 17426 | 2489 | 49 | 107034 | 2184 |
| 507 | Danville | 11 | 10446 | 950 | 17 | 25290 | 1488 | 86 | 105185 | 1223 |
| 508 | Chicago | 417 | 895857 | 2148 | 738 | 1585475 | 2148 | DNA | DNA | DNA |
| 509 | Elgin | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 510 | Thornton | 11 | 20664 | 1879 | 0 | 0 | 0 | 96 | 166123 | 1730 |
| 511 | Rock Valley | 8 | 21354 | 2669 | 8 | 19358 | 2420 | 107 | 247147 | 2310 |
| 512 | Harper | 20 | 55193 | 2760 | 0 | 0 | 0 | 312 | 806452 | 2585 |
| 513 | Illinois Valley | 4 | 7418 | 1855 | 10 | 45820 | 4582 | 62 | 97708 | 1576 |
| 514 | Illinois Central | 6 | 33881 | 5647 | 19 | 84149 | 4429 | 160 | 647770 | 4049 |
| 515 | Prairie State | 5 | 7916 | 1583 | 0 | 0 | 0 | 83 | 162358 | 1956 |
| 516 | Waubonsee | 3 | 8554 | 2851 | 0 | 0 | 0 | 75 | 186220 | 2483 |
| 517 | Lake Land | 5 | 11130 | 2226 | 22 | 45737 | 2079 | 79 | 152675 | 1933 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 | 0 | 63 | 102174 | 1622 |
| 519 | Highland | 0 | 0 | 0 | 20 | 40024 | 2001 | 45 | 105894 | 2353 |
| 520 | Kankakee | 0 | 0 | 0 | 44 | 70004 | 1591 | 65 | 103356 | 1590 |
| 521 | Rend Lake | 2 | 1821 | 911 | 9 | 9450 | 1050 | 41 | 49819 | 1215 |
| 522 | Belleville | 3 | 3482 | 1161 | 10 | 22142 | 2214 | 91 | 185189 | 2035 |
| 523 | Kishwaukee | 5 | 7198 | 1440 | 5 | 7516 | 1503 | 56 | 84226 | 1504 |
| 524 | Moraine Valley | 18 | 47295 | 2628 | 60 | 188710 | 3145 | 142 | 410040 | 2888 |
| 525 | Joliet | 9 | 27512 | 3057 | 0 | 0 | 0 | 153 | 469435 | 3068 |
| 526 | Lincoln Land | 10 | 12878 | 1288 | 2 | 6526 | 3263 | 102 | 124496 | 1221 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 | 0 | 74 | 115127 | 1556 |
| 528 | McHenry | 6 | 20508 | 3418 | 9 | 31620 | 3513 | 36 | 113580 | 3155 |
| 529 | Illinois Eastern | 2 | 1726 | 863 | 3 | 3574 | 1191 | 86 | 89139 | 1037 |
| 530 | Logan | 0 | 0 | 0 | 12 | 20869 | 1739 | 52 | 86186 | 1657 |
| 531 | Shawnee | 0 | 0 | 0 | 7 | 4182 | 597 | 18 | 11662 | 648 |
| 532 | Lake County | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 533 | Southeastern | 3 | 5460 | 1820 | 9 | 14220 | 1580 | 26 | 43210 | 1662 |
| 534 | Spoon River | 5 | 15133 | 3027 | 7 | 21544 | 3078 | 35 | 110440 | 3155 |
| 535 | Oakton | 8 | 24924 | 3116 | 0 | 0 | 0 | 194 | 427562 | 2204 |
| 536 | Lewis & Clark | 2 | 2876 | 1438 | 14 | 21175 | 1513 | 69 | 97775 | 1417 |
| 537 | Richland | 4 | 7483 | 1871 | 0 | 0 | 0 | 40 | 72143 | 1804 |
| 539 | John Wood | 0 | 0 | 0 | 7 | 14256 | 2037 | 26 | 40225 | 1547 |
| 601 | State Comm. Coll. | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| | Totals/Averages | 634 | $1443781 | $2277 | 1116 | $2502566 | $2242 | 3442 | $7375957 | $2143 |

DNA = Data Not Available

## Section X

## FISCAL YEAR 1988 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1988 weighted average percentage salary increases of full-time faculty, other (non-teaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

### Table 22

### SUMMARY OF FISCAL YEAR 1988 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Weighted Mean Percentage Salary Increases* | | |
|---|---|---|---|
| | Low | Average | High |
| Administrative | 0.0% | 5.8% | 11.4% |
| Faculty (9 Months) | 0.8% | 6.0% | 9.0% |
| Faculty (12 Months) | 0.0% | 4.9% | 7.6% |
| Other (Non-teaching) Professional (9 Months) | 1.1% | 5.9% | 9.0% |
| Other (Non-teaching) Professional (12 Months) | 0.0% | 5.1% | 10.0% |
| Classified | 0.2% | 6.3% | 10.7% |

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1988 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Admin. | Teaching Faculty (9 mos.) | Teaching Faculty (12 mos.) | Other (Non-teaching) Professional (9 mos.) | Other (Non-teaching) Professional (12 mos.) | Classified |
|---|---|---|---|---|---|---|---|
| 501 | Kaskaskia | 6.0% | 6.0% | 6.0% | 6.0% | --% | 5.0% |
| 502 | DuPage | 5.7 | 7.7 | -- | 7.0 | 6.2 | 7.6 |
| 503 | Black Hawk | 5.6 | 6.7 | 7.3 | 6.9 | 6.1 | 5.9 |
| 504 | Triton | DNA | DNA | N/A | DNA | N/A | 6.0 |
| 505 | Parkland | 5.7 | 5.9 | -- | 7.7 | 5.9 | 5.8 |
| 506 | Sauk Valley | 6.7 | 6.9 | 6.6 | 7.1 | 6.4 | 7.0 |
| 507 | Danville | 5.5 | 5.6 | 5.5 | 5.6 | 5.3 | 5.4 |
| 508 | Chicago | 0.1 | 6.5 | -- | 6.5 | 3.5 | 4.8 |
| 509 | Elgin | 7.2 | 7.3 | -- | 7.3 | -- | 9.8 |
| 510 | Thornton | 2.4 | 2.4 | -- | 2.4 | -- | 3.8 |
| 511 | Rock Valley | 8.8 | 9.0 | 7.6 | 9.0 | 10.0 | 9.2 |
| 512 | Harper | 6.5 | 6.0 | 6.0 | 6.0 | -- | 6.5 |
| 513 | Illinois Valley | 0.0 | 7.1 | -- | 6.8 | 0.0 | 6.0 |
| 514 | Illinois Central | 4.9 | 4.2 | -- | 4.7 | 3.6 | 3.4 |
| 515 | Prairie State | 3.2 | 3.5 | -- | 3.5 | -- | 3.9 |
| 516 | Waubonsee | 6.4 | 4.9 | -- | 6.0 | -- | 8.4 |
| 517 | Lake Land | 4.3 | 3.8 | 3.8 | 4.0 | 5.1 | 7.6 |
| 518 | Carl Sandburg | 8.0 | 8.0 | -- | -- | -- | 8.0 |
| 519 | Highland | DNA | 7.0 | N/A | N/A | DNA | DNA |
| 520 | Kankakee | 7.0 | 7.0 | N/A | N/A | 7.0 | 7.0 |
| 521 | Rend Lake | 5.1 | 5.1 | 5.8 | 5.7 | 5.1 | 6.9 |
| 522 | Belleville | 1.6 | 0.8 | 1.2 | 1.1 | 0.5 | 0.2 |
| 523 | Kishwaukee | 7.9 | 8.4 | -- | 8.0 | 8.0 | 8.0 |
| 524 | Moraine Valley | 7.3 | 8.1 | 0.0 | 8.0 | 6.0 | 5.9 |
| 525 | Joliet | 6.0 | 6.0 | -- | 6.0 | -- | 6.0 |
| 526 | Lincoln Land | 6.4 | 5.0 | 5.0 | 6.0 | 6.0 | 5.0 |
| 527 | Morton | 11.4 | 7.3 | -- | 6.6 | -- | 10.7 |
| 528 | McHenry | 5.3 | 5.2 | N/A | 5.2 | 5.3 | 5.2 |
| 529 | Illinois Eastern | 4.3 | 4.9 | 4.3 | 4.3 | 2.1 | 4.3 |
| 530 | Logan | 7.7 | 8.3 | -- | -- | 7.9 | 6.8 |
| 531 | Shawnee | 0.0 | 1.7 | 1.7 | -- | 0.0 | 5.3 |
| 532 | Lake County | 6.0 | 5.0 | -- | 5.0 | 6.0 | 6.5 |
| 533 | Southeastern | 6.3 | 7.0 | 7.0 | 7.0 | 4.8 | 7.2 |
| 534 | Spoon River | 5.5 | 6.4 | -- | 4.9 | 4.8 | 5.5 |
| 535 | Oakton | 7.5 | 9.0 | -- | 8.7 | -- | 7.4 |
| 536 | Lewis & Clark | 5.9 | 5.2 | -- | 5.0 | 5.0 | 4.9 |
| 537 | Richland | 8.4 | 7.1 | -- | 6.1 | -- | 9.5 |
| 539 | John Wood | 5.1 | -- | 4.9 | -- | 5.7 | 5.0 |
| 601 | State Comm. Coll. | DNA | DNA | N/A | N/A | DNA | DNA |

DNA = Data Not Available
N/A = Not Applicable



ERIC Clearinghouse for Junior Colleges MAR 11 1988